



**DEPARTMENT OF THE INTERIOR  
ABOUT THE FY 2014 ORGANIZATIONAL ASSESSMENT**

The Department of the Interior's FY 2014 Organizational Assessment is a component of the performance appraisal for senior employees. Rating officials, reviewing officials, Performance Review Board members, and the Executive Resources Board should consider the results of the Organizational Assessment when completing performance ratings and recognition for SES, SL and ST employees.

Rating officials should consider the various performance indicators included in the Organizational Assessment when determining the individual ratings; however, not all of the performance indicators will apply to the performance requirements of individual SES/SL/ST members. Individual executives can be rated higher or lower than the organization's performance under a particular performance indicator to which they contribute.

If you have any questions regarding the SES/SL/ST performance cycle, please contact Jonathan Mack at 202-208-5590 or [jonathan\\_mack@ios.doi.gov](mailto:jonathan_mack@ios.doi.gov).

# **U.S. Department of the Interior**

## **FY 2014 Organizational Assessment**



### **INFORMATION FROM**

## **FY 2015/2016 Annual Performance Plan and FY 2014 Report**

# US Department of the Interior FY 2014 Organizational Assessment

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## INTRODUCTION – GUIDE FOR USE OF THE ORGANIZATIONAL ASSESSMENT

Attached is the organizational assessment which addresses the deficiencies cited with past versions by providing:

- Greater objectivity by being based on actual performance information rather than an interpretative qualitative scoring of red/yellow/green
- Greater direct traceability to organizational performance provided in the Annual Performance Plan and Report (APP&R)
- Greater relativity to the Strategic Plan (as required for OPM certification) by employing the measures used for tracking performance relative to achieving the Strategic Plan goals
- Greater ability to compare the performance of the individual to their particular area of programmatic specialty/expertise rather than to a combined score assigned to the entire bureau
- Greater engagement and ownership of performance assessments that have been provided by the bureaus

The following table provides a page reference to the performance information and/or assessment provided for each bureau/office by programmatic topic that is equivalent to a strategic goal. The performance of an individual can therefore be compared against the performance of the organization in the programmatic area most relevant to the individual's responsibilities/area of expertise.

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BUREAU/OFFICE	AREA OF PERFORMANCE	PAGE REFERENCE
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BOEM	Renewable Energy Resources	26
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BOR		
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BUREAU/OFFICE	AREA OF PERFORMANCE	PAGE REFERENCE
BSEE	Energy Resource Compliance & Safety	24
FWS	Land and Water Condition	5 & 8
	Invasive Plants and Animals	6-7
	Species Conservation	9-10
	Cultural and Heritage Resources	12-14
	Recreation	15
	Landscape Level Mitigation	31
NPS	Land and Water Condition	5 & 15
	Invasive Plants and Animals	6-7
	Cultural and Heritage Resources	12-15
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OIA (Insular)	Improve Quality of Life in Insular Communities	22-23
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	Identify and Predict Ecosystem and Land Use Change	32-33
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	Water Availability and Quality	35-36
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	Assess Mineral and Energy Resources	37

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	Strategic Plan Performance Measures	Bureau	2014 Target	2014 Actual	Comments (as needed)
	<b><i>Improve land and water health by managing wetlands, uplands, and riparian areas that comprise our national parks, wildlife refuges, and BLM lands.</i></b>				
1614	Percent of DOI riparian (stream/shoreline) miles that have achieved desired conditions where condition is known and as specified in management plans	DOI	89.4%	89.2%	Drought conditions in certain regions resulted in some stream miles not meeting standards; also, resources reallocated to firefighting became unavailable to work on improving riparian conditions.
			443,365	442,507	
			495,851	495,851	
		BLM	85.8%	85.4%	
			133,000	132,344	
			154,976	154,976	
		FWS	91.0%	91.0%	
			310,365	310,363	
			340,875	340,875	
1465	Percent of DOI acres that have achieved desired conditions where condition is known and as specified in management plans	DOI	74.5%	74.4%	Acres in desired condition negatively affected by continued drought in western states and wildfire.
			325,294,973	324,531,399	
			436,349,778	436,349,778	
		BLM	63%	63%	
			156,000,000	155,317,905	
			248,000,000	248,000,000	
		FWS	93.5%	93.4%	
			140,232,307	140,150,828	
			150,059,055	150,059,055	
		NPS	75.9%	75.9% (E)	
			29,062,666	29,062,666	
			38,290,723	38,290,723	

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	Strategic Plan Performance Measures	Bureau	2014 Target	2014 Actual	Comments (as needed)
444	Percent of baseline acres infested with invasive plant species that are controlled	DOI	0.9%	0.7%	Reduction is due to extreme limited availability of water resources due to drought. In addition, there were contracting issues which have been rectified, but the solution took most of the fiscal year to complete.  Fire and drought reduced treatment opportunities in a large enough area that the BLM was unable to meet the overall target.  Reductions in funding, staffing changes, unfavorable weather conditions in some regions and redirected priorities contributed to the reduction in control activities.
			339,513	291,663	
			39,930,649	39,930,649	
		BOR	96.1%	51.5%	
			6,210	3,329	
			6,463	6,463	
		BLM	0.7%	0.6%	
			240,000	210,395	
			35,762,000	35,762,000	
		FWS	2.8%	2.2%	
			68,203	52,839	
			2,399,819	2,399,819	
		NPS	1.4%	1.4% (E)	
			25,100	25,100	
			1,762,367	1,762,367	

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	Strategic Plan Performance Measures	Bureau	2014 Target	2014 Actual	Comments (as needed)
541	Percent of invasive animal species populations that are controlled.	DOI	8.9%	7.3%	Reductions in funding, staffing changes, unfavorable weather conditions in some regions and redirected priorities contributed to the reduction in control activities.
			247	204	
			2,781	2,781	
		FWS	9.5%	6.9%	
			161	118	
			1,701	1,701	
		NPS	8.0%	8.0% (E)	
			86	86	
			1,080	1,080	
1468	Number of Federal, private, and tribal land and surface water acres reclaimed or mitigated from the effects of natural resource degradation from past coal mining. (Calculated equivalent acres)	OSMRE	14,000	15,859	Acres reclaimed were 13.2% above target. Reclaimed acres were predominately related to polluted water, accounting for nearly 11,000 acres. A total of 531 projects were completed, of which 75% were restoration of polluted residential/recreational water, dangerous highwalls, embankments, slides, subsidence, spoil areas, portals, vertical openings, and other water problems.
2025	Number of non-DOI acres restored, including through partnerships, as specified in plans or agreements that involve DOI.	DOI	574,520	613,138	
		BOR	2,522	2,518	
		FWS	571,998	610,620	



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	Strategic Plan Performance Measures	Bureau	2014 Target	2014 Actual	Comments (as needed)
2026	Number of non-DOI acres managed or protected to achieve desired condition, including through partnerships, as specified in plans or agreements that involve DOI.	FWS	694,721	618,406	Achieving targeted goals for this measure continues to be a challenge because success is highly variable and dependent on partnership participation. While several regions were able to leverage unanticipated opportunities, others projects were not achieved or have been extended beyond the targeted performance period. In addition, sequestration and staffing reductions impacted the ability to meet the target.
1475	Number of non-DOI riparian (stream/shoreline) miles restored, including through partnerships, as specified in plans or agreements that involve DOI.	FWS	386	579	
1486	Number of non-DOI riparian (stream/shoreline) miles managed or protected to achieve desired condition, including through partnerships, as specified in plans or agreements that involve DOI.	FWS	1,075	5,180	

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	Strategic Plan Performance Measures	Bureau	2014 Target	2014 Actual	Comments (as needed)
	<i><b>Sustain fish, wildlife and plant species by protecting and recovering the Nation's fish and wildlife in cooperation with partners, including States.</b></i>				
1490	Percent of fish species of management concern that are managed to self-sustaining levels, in cooperation with affected States, tribes, and others, as defined in approved management documents	FWS	24.6%	24.0%	The net change at the end of FY 2014 was minus one species on the list. Several regions are still adjusting the list of aquatic species of management concern. The difference from target to report is more about finalizing the overall list of species managed where some regions added species and some removed species from the list rather than any substantive change in the accomplishment.
			45	44	
			183	183	
1491	Percent of migratory bird species that are at healthy and sustainable levels	FWS	72.8%	72.8%	
			747	747	
			1,026	1,026	
1494	Number of international species of management concern whose status has been improved in cooperation with affected countries.	FWS	247	247	
2107	Percent of threatened and endangered species that have improved based on the latest 5-year review recommendation	FWS	4.4%	4.4%	
			50	50	
			1,131	1,131	

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	Strategic Plan Performance Measures	Bureau	2014 Target	2014 Actual	Comments (as needed)
2029	Number of threatened and endangered species recovery activities implemented	DOI	4,851	5,770	The definition of this activity was refined to ensure consistent reporting and to handle candidate species that were incorrectly included in prior years.
		BLM	1,550	1,519	
		FWS	3,210	4,160	
		BOR	91	91	
2030	Percent of threatened and endangered (T&E) species recovery actions implemented.	FWS	68.0%	68.6%	
			24,401	24,621	
			35,878	35,878	
	Wild Horse and Burro Management Areas: Cumulative of number of Herd Management Areas (HMAs) achieving appropriate management levels.	BLM	25%	17%	Challenges regarding available holding space and funding meant animal removals were limited to those addressing specific criteria such as court orders, private property, or specific safety issues.
			45/179	31/179	
	Percent of Resource Management plans completed within four years of start.	BLM	35%	38%	The additional plans projected to be completed were delayed.
			30/85	29/77	

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	Strategic Plan Performance Measures	Bureau	2014 Target	2014 Actual	Comments (as needed)
	<b><i>Manage wildland fire for landscape resiliency, strengthen the ability of communities to protect against fire, and provide for public and firefighter safety in wildfire response.</i></b>				
2211	Percent of DOI-managed landscape acres that are in a desired condition as a result of fire management objectives.	OWF	36.0%	36.0%	
			161,212,000	161,237,140	
			447,806,489	447,806,489	
2212	Percent of DOI-managed treatments that reduce risk to communities that have a wildland fire mitigation plan.	OWF	92.4%	68.5%	The number of treatments for communities is actually greater than planned and the outcomes for individual communities is positive even though the percentage completed did not reach the target.
			1,570	1,655	
			1,700	2,417	
2213	Percent of wildfires on DOI-managed landscapes where the initial strategy(ies) fully succeeded during the initial response phase.	OWF	97.1%	97.2%	
			7,360	5,593	
			7,580	5,757	

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Strategic Plan Performance Measures		Bureau	2014 Target	2014 Actual	Comments (as needed)
<b><i>Protect and maintain the Nation's most important historic areas and structures, archeological sites, and museum collections.</i></b>					
1495	Percent of archaeological sites in DOI inventory in good condition	DOI	64%	65%	This measure has remained unchanged as no additional archaeological sites have been recorded nor have the conditions changed.
			109,395	113,050	
			169,642	173,200	
		BIA	78%	78%	
			52	52	
			67	67	
		BLM	85%	85%	
			66,062	68,588	
			77,918	80,685	
		FWS	23%	23%	
			3,554	3,557	
			15,319	15,366	
		NPS	52%	53%	
			39,727	40,853	
			76,338	77,082	

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	Strategic Plan Performance Measures	Bureau	2014 Target	2014 Actual	Comments (as needed)
1496	Percent of historic structures in DOI inventory in good condition	DOI	53%	57%	Target was greatly exceeded due to a discrepancy noted in the Facility Management Information System (FMIS) database, used to track building conditions. It was determined the Structure Summary page was out of date, and the Building Detail provided a more accurate assessment. FY14 data was compiled using the Building Detail page.
			15,423	14,942	
			29,201	26,269	
		BIA	19%	36%	
			51	93	
			275	259	
		BLM	52%	51%	BLM improved identification of historic structures in several states, resulting in an increase to the baseline (denominator); however, not all structures added were in good condition. These structures require additional maintenance and stabilization in order to improve their condition.
			219	221	
			421	431	
		FWS	11%	11%	
			237	243	
			2,145	2,154	
		NPS	57%	61%	The number of historic structures has decreased for two reasons. First, regional offices are deleting structures that have lost their integrity as structures and are now managed as archeological sites. Second, the structures are being dropped from the year end calculation because their condition data has not been updated in over six years and therefore are not any longer "complete, accurate, and reliable".
			14,916	14,385	
			26,360	23,425	

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	Strategic Plan Performance Measures	Bureau	2014 Target	2014 Actual	Comments (as needed)
462	Percent of collections in DOI inventory in good condition	DOI	45%	51%	BLM's efforts to locate legacy collections from BLM lands in non-federal museums continued to increase the baseline (denominator), however, not all repositories have yet been evaluated for compliance with Departmental standards to indicate condition. Within available resources, focus has been on locating collections; as resources and workload allow, repositories will be evaluated for current condition/ compliance to Departmental standards.
			1,202	2,229	
			2,669	4,331	
		BIA	53%	70%	
			85	109	
			160	156	
		BOR	64%	66%	
			50	51	
			78	77	
		BLM	86%	84%	
			122	132	
			142	158	
		FWS	36%	47%	
			709	1,693	
			1,975	3,614	
		NPS	75%	75%	
			236	244	
			314	326	

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	Strategic Plan Performance Measures	Bureau	2014 Target	2014 Actual	Comments (as needed)
2214	Number of completed historic rehabilitation tax credit projects (since 1976)	NPS	Establish Baseline	No Report	Data not available until near end of the calendar year.
	Percent of cultural landscapes in DOI inventory in good condition (NPS)	NPS	52%	51%	While this goal was unmet, it would have been met and in fact exceeded if not for growth in the baseline.
			372	386	
			711	750	
	<b><i>Enhance the enjoyment and appreciation of our natural and cultural heritage (Recreation).</i></b>				
554	Percent of visitors satisfied with the quality of their experience	DOI	94%	95%	The small increase in the visitor satisfaction actual could potentially be a result of an increase in programs due to the upcoming NPS Centennial celebration and the overall Centennial Initiative.
		BLM	96%	96%	
		FWS	90%	90%	
		NPS	97%	98%	
1567	Percent satisfaction among visitors served by facilitated programs	DOI	96%	96%	The small increase in the Visitor Satisfaction w/Facilitated Programs actual could potentially be a result of an increase in programs due to the upcoming NPS Centennial celebration and the overall Centennial Initiative.
		BLM	95%	95%	
		NPS	96%	97%	



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Strategic Plan Performance Measures	Bureau	2014 Target	2014 Actual	Comments (as needed)
Percent of visitors understanding and appreciating the significance of the park they are visiting	NPS	87%	No Report	Data not available until near end of the calendar year.

<b>Fulfill Fiduciary Trust</b>				
1739	Percent of active, supervised Individual Indian Monies (IIM) case records reviewed in accordance with regulations	BIA	97.9%	95.9%
			835	716
			853	747

Program efforts were impacted in several aspects; the inability of to conduct annual reviews of accounts in Q1 due to govt. furlough, and a shortage of IIM specialists BIA-wide.

2039	Percent of financial information initially processed accurately in trust beneficiaries' accounts. (Trust Services)	OST	99.0%	99.99%
			9,107,750	9,980,933
			9,200,000	9,981,933

The trend of performance in comparison to the past 5 years is status quo and targets were met.

488	Percent timeliness of financial account information provided to trust beneficiaries. (Budget, Finance & Administration and Information Resources)	OST	100.0%	100.0%
			816,000	870,140
			816,000	870,140

The trend of performance in comparison to the past 5 years is status quo.

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	Strategic Plan Performance Measures	Bureau	2014 Target	2014 Actual	Comments (as needed)
939	Timeliness of Mineral Revenue Payments to American Indians: Percent of oil and gas revenue transmitted by ONRR recorded in the Trust Funds Accounting System within 24 hours of receipt. (Trust Services)	OST	99.0%	100%	The trend of performance in comparison to the past 5 years is status quo and targets were met. Revenues are heavily dependent on oil and gas prices as well as increased activity due to demand and therefore the increases are due to market factors driving both price and demand.
	628,675,000		912,751,133		
	635,000,000		912,751,133		
Support Self-Governance and Self-Determination					
2102	Percent of P.L. 93-638 Title IV compacts with clean audits	BIA	65.2%	80.0%	The target for FY14 was significantly exceeded, as audit performance of Self-Governance tribes in general has improved over time. Tribes and the Office of Self-Governance have institutionalized processes that place greater emphasis upon audit preparation, and reviewing and creating more effective corrective action plans to eliminate repeat findings.
			43	96	
			66	120	
2051	Percent of Single Audit Act reports submitted during the reporting year for which management action decisions on audit or recommendations are made within 180 days	BIA	85.0%	90.5%	Target was met, despite high turnover and shortage of staff in the Alaska and Southwest Regions.
			142	172	
			167	190	

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	Strategic Plan Performance Measures	Bureau	2014 Target	2014 Actual	Comments (as needed)
	<b>Create Economic Opportunity</b>				
2100	Fee to Trust: Increase in the percentage of submitted applications with determinations	BIA	46.8%	42.2%	Some regions did not meet their target due to pending Fee-to-Trust (FTT) applications that were awaiting requirements and resulted in an incomplete application from applicants, a lack of timely title reports, erroneous legal descriptions, and issues with NEPA compliance. In some cases decisions were not rendered on fee-to-trust application within 1 year due to an inability to correct title or environmental deficiencies prior to the determinations, resulting in delays.
			494	962	
			1,056	2,278	
2024	Total average gain in earnings of participants that obtain unsubsidized employment through Job Placement Training program	AS-IA	\$6.93	\$9.27	Alaska wages are generally higher than in many of the other states where Native Americans reside, thus yielding a slightly higher increase in earnings. A majority of participants were involved in efforts focused on accessing new jobs within the oil and mining industries, both in Alaska and some northern states. Some jobs were short-term such as construction, while jobs geared towards administration will have a longer duration.
			25,000	33,092	
			3,610	3,568	
1812	Loss rates on DOI guaranteed loans	AS-IA	4.0%	2.6%	While there were modest fluctuations in losses, there were no trends that impacted the program's ability to remain below the agreed loss rate of 4 percent.
			52,183	33,027	
			1,304,564	1,249,395	

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	Strategic Plan Performance Measures	Bureau	2014 Target	2014 Actual	Comments (as needed)
2041	Percentage of grazing permits monitored annually for adherence to permit provisions, including permittee compliance with requirements described in conservation plans	BIA	32.4%	35.2%	Six of the seven regions reporting on this measure met or exceeded their 2014 target, with the one region not making target short by only 1.7 percent.
			4,545.0	4,849.0	
			14,025	13,788	
2042	Percentage of active agricultural and grazing leases monitored annually for adherence to lease provisions, including lessee compliance with responsibilities described in conservation plans	BIA	33.5%	40.7%	Nine of nine regions reporting on this measure met or exceeded planned targets. Keys to success were identified as an increase in new hires and a reduction in workload.
			8,570	8,109	
			25,579	19,948	
2043	Percent of range units assessed during the reporting year for level of utilization and/or rangeland condition/trend	BIA	26.5%	31.1%	Fully successful programs cited recent hires, coordination of efforts between the tribe and bureau, and newly completed rangeland vegetation surveys (funded with non-base dollars) as major contributors to success. Great Plains region, with fully one third of reported grazing units, cited lack of staff and budget as the biggest obstacle to making their target but also noted that tribes with newly contracted agriculture and range programs were having difficulty with reporting on this measure.
			1,029	1,131	
			3,877	3,642	

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	Strategic Plan Performance Measures	Bureau	2014 Target	2014 Actual	Comments (as needed)
2097	Percent of sustainable harvest of forest biomass utilized for energy and other products	BIA	49.4%	57.0%	The biomass harvest picked back up in the FY14-Q4 to allow the Division to meet their target. The markets are slowly coming back and the work in the woods was able to recover from a hard winter that saw volumes dramatically reduced earlier this year. Markets should remain good through the next year allowing tribes to realize more economic return from their forests.
			2,101,019	2,423,519	
			4,252,312	4,252,312	
Strengthen Indian Education					
1556	Percent of BIE schools achieving AYP (or comparable measure)	BIE	33%	26%	The BIE is concerned about the continued use of the AYP Measure as many states where BIE schools are located have received Flexibility from the U.S. Department of Education (see also: 25 CFR 30.104(a)). U.S Dept. of Education is to remain with the old AYP systems, but to use states Flexibility Annual Measurable Objectives (AMOs) for performing AYP calculations. As the Flexibility AMOs is less comprehensive than the AMOs had been under AYP, it is anticipated that more BIE schools will make AYP.
			57	45	
			174	174	
1715	Percent of BIE school facilities in acceptable condition as measured by the Facilities Condition Index	AS-IA	68.7%	76.9%	The Current Replacement Value (CRV) is being updated by IA for all BIA/BIE school facilities as well as all deferred maintenance backlogs. This resulted in changes to the FCI. The ongoing effort to update the deferred maintenance backlogs, inventory and CRV is anticipated to continue into the first quarter of FY15.
			125	140	
			182	182	

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	Strategic Plan Performance Measures	Bureau	2014 Target	2014 Actual	Comments (as needed)
	<b><i>Make Communities Safer</i></b>				
457	PART I violent crime incidents per 100,000 Indian Country inhabitants receiving law enforcement services	BIA	416	419	Even though the target was missed, the 2014 actual reflects a sizeable decrease in crime from 2013 (442 incidents per 100,000)
			5,212	5,245	
			12.53	12.53	
1735	Percent of law enforcement facilities that are in acceptable condition as measured by the Facilities Condition Index (FCI)	BIA	88.0%	92.0%	The performance measure for FCI is being reported for Q4 final report is based on the projects being completed and actual FCI improving to 92% leaving only 4 Law Enforcement facilities left in poor condition. These 4 facilities will be addressed in FY15 to bring all facilities into fair or good condition.
			44	46	
			50	50	
1559	Percent of miles of road in acceptable condition based on the Service Level Index	BIA	16.5%	17.3%	The national target could not have been achieved without the support from six regions. Three regions did not meet their targets falling short by very small margins. Several factors affected performance; site visit frequency impacted by staff reductions, inactive Deferred Maintenance Report (DMR) updates from tribal programs; inadequate and untimely funding; and heavy monsoonal weather impacts. Nonetheless, agencies and tribes performed the following routine road maintenance activities; blading, mowing, culvert cleaning, crack sealing and pothole repair. In summary, this year's number of acceptable miles was achieved through continuous hard work by the Regional Roads Staffs.
			4,800	4,985	
			29,100	28,893	

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	Strategic Plan Performance Measures	Bureau	2014 Target	2014 Actual	Comments (as needed)
1560	Percent of bridges in acceptable condition based on the Service Level Index	BIA	62.9%	68.0%	
			591	625	
			939	919	
576	Percent of BIA funded tribal judicial systems receiving an acceptable rating under independent tribal judicial system (TJS) reviews	BIA	54.8%	55.7%	This was the first year TJS fully implemented a new concept and process for tribal court reviews. In September 2013, TJS entered into 7 contracts with 4 different vendors required to conduct reviews in a standard format. All 4 vendors were tasked with completing 6 tribal court reviews by the end of the fiscal year. The contracts were awarded late and the government instituted a furlough in Q1. Additionally, in Q2, after two in-service training sessions with the vendors, it became apparent the new review process would require more detail and the reviews required more time to complete than originally planned. In addition, in Q4, TJS hired an additional vendor to assist in another District.
			103	103	
			188	185	
Improve Quality of Life in Insular Areas					
2075	Percent of Community Water Systems (CWS) that receive health-based violation notices from the U.S. Environmental Protection Agency	OIA	9.9%	8.2%	
			16	12	
			161	147	

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	Strategic Plan Performance Measures	Bureau	2014 Target	2014 Actual	Comments (as needed)
2076	Residential cost per kilowatt hour for power compared to the national average.	OIA	2.0X	3.1X	
			0.24	0.37	
			0.12	0.12	
2077	Percent of schools in acceptable condition based on specified safety and functionality standards.	OIA	60%	No Report	Reassessment of schools will only occur on years 3 and 5 of the OIA Insular ABCs initiative. 2014 was not a report year.
			1,120		
			1,866		
Create Economic Opportunity in Insular Areas					
2079	Real mean GDP per capita in the 4 US Territories compared to the real mean GDP per capita for the US.	OIA	60.0%	No Report	Bureau of Economic Anaylsis data expected to be released in November in 2014.
			25,942		
			43,236		
Promote Efficient and Effective Governance					
2080	Number of insular governments with on-time and unqualified single audits.	OIA	4	3	Goal not met as a component unit of the American Samoa Government did not report on time resulting in a qualification.



## US Department of the Interior FY 2014 Organizational Assessment

	Strategic Plan Performance Measures	Bureau	2014 Target	2014 Actual	Comments (as needed)
	<i>Ensure environmental compliance and the safety of energy development</i>				
455	Percent of active coal mining sites that are free of off-site impacts.	OSMRE	88.0%	89.9%	This measure covers the mining activities with required inspections in 31 States and Tribes.
			6,695	5,995	
			7,608	6,671	
425	Amount (in barrels) of operational offshore oil spilled per million barrels produced. (Lower is desirable)	BSEE	4.50	0.14 (E)	
2032	Number of recordable injuries per 200,000 offshore man hours. (Lower is desirable)	BSEE	0.5	0.342 (E)	
1676	Percent of oil and gas acres reclaimed to appropriate final land condition.	BLM	21%	24%	Target exceeded due to increase in reclamation relative to the number of new wells being drilled. This is an industry driven performance measure.
			1,400	2,122	
			6,700	8,822	
2033	Percent of producing fluid mineral cases that have a completed inspection during the year.	BLM	29%	27%	Target not met. Available personnel were shifted to high-priority production inspections, resulting in a fewer lower risk production. Additionally, the 18 to 24 month timeframe to train a new inspector to independently conduct inspections meant the program continued to be impacted in FY2014 by the decreased FY2013 budget.
			8,400	7,915	
			29,500	29,321	

## US Department of the Interior FY 2014 Organizational Assessment

	Strategic Plan Performance Measures	Bureau	2014 Target	2014 Actual	Comments (as needed)
1525	Percent of mine acreage reclaimed	OSMRE	75.0%	76.4%	The cumulative number of acres reclaimed has increased relative to the cumulative number of mined acres indicating that reclamation has outpaced new mined lands.
			5,225,888	5,233,244	
			6,967,451	6,850,958	
	Percent of federal and Indian high risk oil and gas cases inspected during the fiscal year <b>**Priority Goal**</b>	BLM	95%	100%	Target exceeded. Over 200 cases were added to the FY 2014 initial estimate to include new cases that are automatically designated as high risk when moved to a new operator or initial production started (when the first well is drilled).
<b>Develop renewable energy potential</b>					
362	Percent of hydropower facilities in good condition as measured by the Facility Reliability Rating	BOR	79.2%	88.5%	
			42	46	
			53	52	
956	Percent of time that Reclamation hydroelectric generating units are available to the inter-connected Western electrical system during daily peak demand periods	BOR	83.0%	84.0%	
			83	84	
			100	100	

## US Department of the Interior FY 2014 Organizational Assessment

	Strategic Plan Performance Measures	Bureau	2014 Target	2014 Actual	Comments (as needed)
1511	Number of megawatts of approved capacity authorized on public land and the OCS for renewable energy development while ensuring full environmental review (cumulative) <b>**Priority Goal**</b>	DOI	15,159	14,608	During 2014, five new projects were approved. Several solar and wind projects were delayed by applicants over concerns including: uncertainty of future renewable energy tax credits, difficulties obtaining power purchase agreements, and potential impacts of solar tower technology. BLM anticipates approving 6 renewable energy projects in FY 15.
		BLM	14,661	14,140	
		BOEM	498	468	Work on the right of way approvals for the 30 MW transmission line for the Block Island wind project is underway, but not complete.
<b>Manage Conventional Energy Development</b>					
1514	Percent of coal lease applications processed	BLM	10%	10%	
			4	4	
			42	41	
2128	Percent of pending fluid minerals Applications for Permit to Drill (APDs) which are processed	BLM	55%	56%	Target exceeded even in light of increases in industry APD submissions.
			4,390	4,924	
			8,000	8,862	
1588	Number of offshore lease sales held consistent with the Secretary's 5-Year Oil and Gas Program	BOEM	3	3	

## US Department of the Interior FY 2014 Organizational Assessment

	Strategic Plan Performance Measures	Bureau	2014 Target	2014 Actual	Comments (as needed)
	Account for Energy Revenues				
493	Percent of Federal and Indian revenues disbursed on a timely basis per statute (\$Billions)	ONRR	97.0%	99.5%	
1.94			3.41		
2.00			3.42		
2035	Percent of Payors and Operators covered by a completed ONRR Compliance Activity	ONRR	90.0%	69.4%	In FY2014, ONRR greatly expanded its efforts toward additional upfront system edits, data mining, and training payors and operators to report correctly in their initial submissions, reducing the number of "touches" necessary such that ONRR did not achieve its target of 90%. ONRR did perform compliance activities on nearly 70% of the nearly 3,500 payors and operators that pay on average \$10 billion in revenues annually to ONRR. In addition, ONRR is developing a more representative pilot performance measure to better illustrate results of ONRR compliance activities in the future.
3,060			2,377		
3,400			3,424		
	Manage Timber and Forest Products Resources				
1562	Percent of allowable sale quantity timber offered for sale consistent with applicable resource management plans	BLM	73%	77%	More chargeable volume came off of those lands allocated for a sustainable Allowable Sale Quantity (ASQ - Matrix lands) than anticipated. An additional \$3 million dollars in forest management increased the capacity to offer additional fire salvage and enabled other District employees to be sent to assist.
149			155		
203			203		

## US Department of the Interior FY 2014 Organizational Assessment

	Strategic Plan Performance Measures	Bureau	2014 Target	2014 Actual	Comments (as needed)
419	Volume of wood products offered consistent with applicable management plans (O&C and Public Domain)	BLM	256	269	To reduce loss in timber values, western Oregon expedited efforts to offer 35 million board feet of fire salvage from O&C lands from FY13 wildfires, Additional funding allowed the hiring of seasonal, term, and contractor employees.
<b><i>Provide for Sustainable Forage and Grazing</i></b>					
1519	Percent of grazing permits and leases processed as planned consistent with applicable resource management plans	BLM	28%	22%	Target not met because of coordination and management adjustments arising from drought conditions. Additionally, some permits could not be issued because decisions were appealed by outside entities to the Office of Hearings and Appeals.
			1,785	1,374	
			6,300	6,300	
<b><i>Manage Non-Energy Mineral Development</i></b>					
2132	Percent of non-energy mineral exploration and development requests processed.	BLM	10%	22%	Target exceeded due to actions in 2 states: one related to final consent being granted by the U.S. Forest Service on pending applications and the second due to resolution of a stipulation dispute on permits.
			50	105	
			475	475	
2215	Number of mined acres reclaimed to appropriate land condition and water quality standards.	BLM	1,400	1,554	Target exceeded as actual acreage reclaimed by industry when operations were completed was higher than initially projected. This is an industry driven measure.
2216	Number of sand and gravel requests processed for coastal restoration projects.	BOEM	Establish Baseline	5	

## US Department of the Interior FY 2014 Organizational Assessment

	Strategic Plan Performance Measures	Bureau	2014 Target	2014 Actual	Comments (as needed)
	<b>Improve Reliability of Water Delivery</b>				
909	Percent of water infrastructure in good condition as measured by the Facility Reliability Rating.	BOR	74.7%	78.2%	
			257	269	
			344	344	
	<b>Better Ensure the Future of Watersheds Against the Impacts of Climate Change</b>				
2221	Percent of basin studies that have been completed.	BOR	47%	42%	In FY 2014, Reclamation did not meet its target to complete 9 basin studies, cumulatively since 2012. A short time extension was granted to one of the basin studies to complete the basin study review process. This slight delay is not expected to impact the FY 2015 goal to complete a total of 14 studies by September 30, 2015.
			9	8	
			19	19	
	<b>Expand Water Conservation Capabilities</b>				
2036	Acre feet of water conservation capacity enabled through Reclamation's conservation-related programs such as water reuse and recycling (Title XVI) and WaterSMART grants (performance is cumulative) <b>**Priority Goal**</b>	BOR	790,000	860,299	

## US Department of the Interior FY 2014 Organizational Assessment

	Strategic Plan Performance Measures	Bureau	2014 Target	2014 Actual	Comments (as needed)
	<b>Protect Tribal Water Rights</b>				
2052	Annual percent of projects completed in support of water management, planning, and pre-development.	BIA	86%	85%	
			65	66	
			76	78	
	<b>Improve Infrastructure and Operation Efficiency of Tribal Water Facilities</b>				
2037	Percent of linear miles of functional BIA irrigation project canals servicing irrigated lands.	BIA	99%	91%	
			3,979	5,863	
			4,014	6,460	
	<b>Ensure the use of Landscape-Level Capabilities and Mitigation Actions</b>				
2074	Percent of the lower 48 states, Hawaii, District of Columbia, and Puerto Rico published as high resolution geospatial databases.	USGS	100%	100%	
			53,940	53,940	
			53,940	53,940	
2222	Number of communities on the Geospatial Platform that provide information relevant to landscape level decision making.	USGS	Establish Baseline	17	

## US Department of the Interior FY 2014 Organizational Assessment

	Strategic Plan Performance Measures	Bureau	2014 Target	2014 Actual	Comments (as needed)
2223	Number of tools registered on the Geospatial Platform that can be used to support landscape level decision making.	DOI	Establish Baseline	6	OSMRE's target is to have 2 platforms for FY 2015; one platform (GeoMine) was pending the DOI Cloud contract award at the end of FY 2014.
		USGS	Establish Baseline	5	
		OSMRE	Establish Baseline	0	
		BOR	Establish Baseline	1	
2224	Number of landscape conservation designs available to inform management decisions.	DOI	Establish Baseline		This measure was not completely defined until the middle of FY 2014 therefore not allowing enough time to establish reporting protocols. FWS will target and report on this measure in FY 2015.
		FWS	Establish Baseline	No Report	
		NPS	Establish Baseline	No Report	
2225	Number of landscapes with surrogate species, including population objectives, identified to support conservation actions.	FWS	Establish Baseline	No Report	This measure was not completely defined until the middle of FY 2014 therefore not allowing enough time to establish reporting protocols. FWS will target and report on this measure in FY 2015.



## US Department of the Interior FY 2014 Organizational Assessment

	Strategic Plan Performance Measures	Bureau	2014 Target	2014 Actual	Comments (as needed)
2226	Number of landscape level mitigation strategies and actions that provide for the conservation of natural resources occurring before, during, or after developmental activities.	DOI	Establish Baseline	14,328	Baseline under development; 3 of 5 bureaus reporting.
<b>Identify and Predict Ecosystem and Land Use Change</b>					
2057	Percent of targeted species for which monitoring and decision support information on their status and trends are available.	USGS	28.5%	28.5%	
			187	187	
			655	655	
2055	Percent of targeted fish and aquatic populations and their habitats for which information is available regarding limiting factors such as migratory barriers, habitat, and effects of disturbance (fire, flood, nutrient enhancement).	USGS	43.7%	43.7%	
			52	52	
			119	119	
2056	Percent of targeted wildlife populations for which science information is provided for management decision making to inform and improve conservation.	USGS	61.2%	61.2%	
			216	216	
			353	353	

## US Department of the Interior FY 2014 Organizational Assessment

	Strategic Plan Performance Measures	Bureau	2014 Target	2014 Actual	Comments (as needed)
2059	Percent of targeted ecosystems with information products forecasting ecosystem change.	USGS	44%	44%	
			4	4	
			9	9	
2058	Percent of critical science information products available for successful control and management of targeted groups of invasive species.	USGS	45%	45%	
			27	27	
			60	60	
1500	Percent of U.S. surface area with contemporary land cover data needed for major environmental monitoring and assessment programs.	USGS	98.0%	98.0%	
			445	445	
			454	454	
Assess and Forecast Climate Change and Its Effects					
2061	Number of natural resource and cultural habitat, population, or ecosystem models, assessments, or major datasets developed by scientists and in cooperation with land managers.	USGS	20	29	

## US Department of the Interior FY 2014 Organizational Assessment

	Strategic Plan Performance Measures	Bureau	2014 Target	2014 Actual	Comments (as needed)
2227	Percent of Climate Research & Development Program products cited/used within 3 years of publication.	USGS	92%	95.4%	
			322	289	
			350	303	
<b>Monitor and Assess Natural Hazards Risk and Resilience</b>					
2069	Percent completion of earthquake and volcano hazard assessments for moderate to high hazard areas.	USGS	40.0%	40.0%	
			80	80	
			200	200	
2070	Percent implementation of optimal earthquake and volcano monitoring for moderate to high hazard areas.	USGS	34.0%	36.0%	
			68	72	
			200	200	
2060	Percent of regional and topical ocean and coastal studies that cite USGS products within three years of study completion.	USGS	81.8%	81.8%	
			18	18	
			22	22	

## US Department of the Interior FY 2014 Organizational Assessment

	Strategic Plan Performance Measures	Bureau	2014 Target	2014 Actual	Comments (as needed)
	<b><i>Provide Environmental Health Science to Guide Decision Making</i></b>				
2228	Number of knowledge products on the quality and health of the environment that inform the public and the decision makers.	USGS	185	199	
	<b><i>Monitor and Assess Water Availability and Quality</i></b>				
2063	Percent of U.S. with groundwater availability status and trends information (Groundwater Resources Program)	USGS	23%	23%	
			9	9	
			40	40	
2064	Percent of U.S. with current streamwater quality status and trends information (National Water Quality Assessment Program)	USGS	5.2%	5.1%	Several circumstances impacted the ability to meet the target including: 1) The government shutdown during October 2013 delayed planned sampling and all work could not be completed within the remaining fiscal year; 2) some wells were inaccessible due to drought or damage and some could not be sampled because of USGS's inability to make contact with well owners or otherwise get their permission to sample. Work that could not be completed due to the shutdown was moved forward into 2015.
			3,118	3,090	
			60,390	60,390	

## US Department of the Interior FY 2014 Organizational Assessment

	Strategic Plan Performance Measures	Bureau	2014 Target	2014 Actual	Comments (as needed)
2062	Percent of U.S. with current groundwater quality status and trends information (NAWQA)	USGS	18.23%	15.82%	Several circumstances impacted the ability to meet the target including: 1) The government shutdown during October 2013 delayed planned sampling and all work could not be completed within the remaining fiscal year; 2) some wells were inaccessible due to drought or damage and some could not be sampled because of USGS's inability to make contact with well owners or otherwise get their permission to sample. Work that could not be completed due to the shutdown was moved forward into 2015.
			3,464	3,006	
			19,000	19,000	
2065	Percent of USGS planned streamgages that are fully funded by the National Streamflow Information Program (National Streamflow Information Program)	USGS	11.6%	20.5%	The target was exceeded because Congress appropriated an amount higher than excepted for the NSIP and also specified that the funds be used only for enhancing the streamgage network and not for meeting any of the other four NSIP goals.
			550	976	
			4,758	4,759	
2067	Percent of U.S. with completed, consistent water availability products (Hydrologic Network and Analysis)	USGS	5.0%	16.7%	
			105	352	
			2,112	2,112	
2066	Number of water monitoring sites supported jointly with State, local, or Tribal cooperators (Cooperative Water Program)	USGS	18,500	19,000	

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	Strategic Plan Performance Measures	Bureau	2014 Target	2014 Actual	Comments (as needed)
	<b><i>Generate Geologic Maps</i></b>				
2073	Percent of the U.S. that is covered by at least one geologic map and is available to the public through the National Geologic Map Database (NCGMP)	USGS	51.9%	52.2%	
			1,835,930	1,846,543	
			3,537,438	3,537,438	
	<b><i>Assess National and International Energy and Mineral Resources</i></b>				
1528	Number of times USGS Mineral Resources Program (MRP) products were successfully accessed online (in millions)	USGS	20.0	17.0	The MRP metrics are lower due to an inflated number of products for Afghanistan in 2013 causing off-target performance in 2014. Furthermore, acceptances to the Program’s VERA/VISP offers and other separations in 2013 and 2014 have resulted in loss of productive staff; the impacts of this are initially being felt in 2014.
2068	Number of USGS Energy Resources Program (ERP) products were successfully accessed online (in millions)	USGS	4.8	3.9	The ERP metrics are lower due to an inflated number of products for Afghanistan in 2013 causing off-target performance in 2014. Furthermore, acceptances to the Program’s VERA/VISP offers and other separations in 2013 and 2014 have resulted in loss of productive staff; the impacts of this are initially being felt in 2014.

## US Department of the Interior FY 2014 Organizational Assessment

### BUSINESS / PROCESS METRICS

From "Management Initiatives"

	IA	BLM	BOEM	BSEE	BOR	FWS	NPS	ONRR	OSM	USGS	OST	IBC	OS
<b>Human Resources</b>													
Percentage of employees hired within 80 calendar days where a JOA was posted													
Results:	66%	66%	44%	42%	55%	56%	88%	28%	100%	72%	32%	35%	49%
Average number of calendar days per hire where a JOA was posted													
Results:	35	34	38	35	38	45	45	50	4	36	45	54	34
Percent of veteran hires; as a percentage of total hires (includes other than permanent)													
Results (vs. FY13)	12.5 (10.9)	19.6 (20)	16.8 (22.7)	36.8 (34.5)	38.6 (42.7)	20.5 (22.2)	17 (16.2)	31 (66.7)	16.3 (57.9)	17.5 (18.0)	21.2 (14.3)	42.1 (47.3)	21.7 (23.0)
Percent of disabled veteran hires; as a percentage of total hires (includes other than permanent)													
Results (vs. FY13)	3.5 (3.0)	6.0 (5.3)	6.5 (2.3)	17.6 (9.4)	20.3 (17.4)	8.7 (7.1)	6.1 (4.9)	21.8 (52.4)	14.2 (31.6)	10.4 (6.9)	6.0 (0.0)	24 (11)	6.6 (8.2)
<b>Sustainability</b>													
Status of meeting sustainability goals. (Green : >= 7 of 9 metrics met; Yellow: >=6 of 9 metrics met; Red: <6 metrics met)													
Rating:	G	Y	G	G	Y	G	Y	N/A	G	G	N/A	N/A	G
Progress towards meeting sustainability goals (Green: Bureau/office has adequately documented their Action Plan with an objective, target, and action item for 100% of the goals not met)													
Rating:	G	G	G	G	G	G	G	N/A	G	G	N/A	N/A	G
<b>Youth</b>													
Number of work and training opportunities provided to young people (ages 15 – 25)													
Results:	241	3,079	17	50	525	2,482	8,025	N/A	214	1,215	N/A	N/A	64

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	IA	BLM	BOEM	BSEE	BOR	FWS	NPS	ONRR	OSM	USGS	OST	IBC	OS
<b>Information Technology</b>													
green = Meets all standards for success; Yellow = Achieved at least intermediate levels of performance; Red= Has not met at least one standard for success, as defined. Bureau ratings are based on criteria set forth in <i>Fiscal Year (FY) 2014 OCIO IRM Requirements Organizational Assessment</i> memo to Bureaus/Offices (dated January 10, 2014) to which details of performance against specified standards were provided to each Bureau / Office by the OCIO directly on January 10, 2014).													
Achieve Financial Viability: Consolidation													
Results:	G	G	N/A	G	G	G	G	G	G	G	G	G	N/A
IT Contracts: Cybersecurity - Cross Agency Performance (CAP)													
Results:	G	G	N/A	G	G	G	G	G	G	G	G	G	N/A
Build A 21 <sup>st</sup> Century & Secretarial Order (SO) 3309													
Results:	G	G	G	R	G	G	R	G	G	G	R	G	N/A
Maximize Value of IT Investments													
Results:	G	G	N/A	Y	G	G	G	G	G	Y	G	G	N/A
Records Management													
Results:	G	G	G	G	G	Y	R	N/A	Y	R	G	N/A	G
<b>Acquisition and Property Management</b>													
Percent savings compared to Original Government Estimate for contracts awarded through Reverse Auction.													
Results:	6%	5%	N/A	9%	11%	6%	8%	N/A	9%	5%	N/A	5%	N/A
Percent of contract dollars awarded through competitive procurements													
Results:	61%	70%	88%	93%	82%	77%	61%	N/A	74%	79%	N/A	88%	N/A
Overall condition of buildings and structures, as measured by the Facility Condition Index (FCI), that are mission critical, as measured by the Asset Priority Index (API), with emphasis on improving the condition of assets with critical health and safety needs. (Lower number is better.)													
Results: (Estimate)	0.14	0.05	N/A	N/A	0.02	0.07	0.03	N/A	N/A	0.14	N/A	N/A	N/A



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	IA	BLM	BOEM	BSEE	BOR	FWS	NPS	ONRR	OSM	USGS	OST	IBC	OS
<b><u>Financial Management</u></b>													
Number of Significant Deficiencies Reported in Auditor's Report on Internal Controls (only reported for all of DOI)													
Results:													1
Percentage of closed GAO/IG audit recommendations													
Results:	97%	88%	100%	100%	100%	90%	100%	100%	75%	100%	50%	100%	92%
Improper Payment (rate)													
Results:	.000115	.000182	.000426	.000426	0.0	.00004	0.0	0.0	0.0	.002293	0.0	0.0	.000003
<b><u>Safety, Security, and Preparedness</u></b>													
Bureau I-READ Index scores (percentage of compliance with performance standards established to ensure readiness for response to emergencies)													
Results:	90.10	92.00	91.56	90.97	93.94	94.50	94.24	N/A	94.00	91.73	N/A	N/A	N/A
<b><u>Environmental Safeguards Plan</u></b>													
Status of DOI bureau annual update to the bureau's catalog of response and recovery resources and points of contacts													
Results:	Completed	Completed	Completed	Completed	Completed	Completed	Completed	N/A	Completed	In Progress	N/A	N/A	Completed
<b><u>Small and Disadvantaged Business Utilization</u></b>													
Percent of contract dollars issued to Small Business													
Results:	60.26	73.62	22.44	22.94	48.26	67.80	59.52	N/A	47.15	49.59	35.95	41.02	69.02
Percent of contract dollars issued to HUBZone													
Results:	11.10	7.19	0.95	0.29	4.77	6.16	8.05	N/A	-0.29	3.41	0.78	0.76	0.04
Percent of contract dollars issued to Women-Owned													
Results:	9.64	14.00	6.48	1.72	6.27	12.72	14.37	N/A	13.66	10.23	1.73	11.69	22.46
Percent of contract dollars issued to Service Disabled Veteran Owned													
Results:	2.77	2.57	1.65	1.38	3.67	10.56	3.62	N/A	7.44	3.90	0.23	2.80	3.23
Percent of contract dollars issued to Small Disadvantaged Business													
Results:	29.33	17.46	3.18	2.95	19.23	30.21	3102.	N/A	13.16	24.73	20.42	18.65	32.10